

Position title: **Senior SAP BW Developer**

Purpose and objectives of the job:

Owns the technical design, build, and optimization of the SAP BW/4HANA landscape for Birkenstock Americas. Partners with the Global Analytics Team in Germany to harmonize global and local reporting, ensuring that financial, sales, supply chain and planning analytics are reliable, scalable, and high-performing.

Key Objectives

- Architect and maintain BW/4HANA data models and ETL flows supporting U.S. operations.
- Deliver enterprise-grade analytics aligned with corporate standards.
- Lead continuous improvement of data quality, performance, and governance.
- Ensure alignment between US and global BW/4HANA operations through standardized processes, joint design reviews, and synchronized release management

Tasks and responsibilities:

Data Architecture & Development

- Design, develop, and optimize ADSOs, CompositeProviders, and Calculation Views.
- Build and tune data flows from S/4HANA (FI/CO, SD, MM) and non-SAP sources.
- Implement automation and performance improvements in BW/4HANA and SAC.

Reporting & Analytics

- Deliver executive dashboards using SAP Analytics Cloud and Analysis for Office.
- Validate data accuracy and reconcile results with Finance and Supply Chain.
- Support global KPI definitions and self-service reporting enablement.

Collaboration & Governance

- Partner with the BW/4HANA Business Analyst to triage and prioritize requests.
- Ensure global naming conventions, security, and transport controls.
- Mentor junior team members and contribute to global design reviews.
- Support resolution of critical BW/4HANA incidents
- Maintain technical documentation for data models and ETL processes

Interfaces / Relationships:

- Reports to: **Senior Manager, IT Applications (US)**
- Dotted line to: **Global Head of Analytics (Germany)**
- Works with:
 - Finance, Supply Chain, and Planning teams
 - Global Analytics (Germany) – weekly sync on BW/4HANA roadmap, standards, and global initiatives
 - BW Application Owner (Germany) – joint ownership of data architecture, ETL standards, and release coordination



Competencies:

Technical Expertise

- 5+ years hands-on SAP BW/4HANA development.
- Deep knowledge of HANA SQL, AMDP, and performance tuning.
- Experience with SAC, BOBJ, or Azure data integration.

Analytical & Business Acumen

- Understanding of retail/fashion KPIs (sell-through, margin analysis).
- Strong problem-solving and data validation skills.

Collaboration & Leadership

- Excellent communication across time zones and functions.
- Ability to translate business requirements into technical solutions.

Qualifications:

- Bachelor's degree in computer science or related field.
- SAP BW/4HANA or SAP HANA certification preferred.
- 5+ years' experience in BW/4HANA or S/4 Analytics projects.
- ITIL Foundation certification a plus.

Personal Skills

- Strategic yet hands-on mindset.
- Strong initiative, organization, and ownership.
- Comfortable working independently and leading through influence.

Working conditions:

- Fully Remote with occasional travel to Birkenstock USA in Novato, CA.

Contact:

- If interested, please send resume to kramos@birkenstockusa.com with title saying "Senior SAP BW Developer."

Salary

\$120k-\$150k

Business Unit

Birkenstock Americas

Department

Information Technology

Location

East Coast Preferred

